



Naval Air Engineering Station Lakehurst, New Jersey 08733-5000 *Commander in Chief's FY00 Award For Installation Excellence*

Introduction

Location: Ocean County, second largest in NJ, 75 miles south of New York City, 54 miles east of Philadelphia, 10 miles west of Atlantic Ocean

Newspaper: Asbury Park Press, Ocean County Observer

Radio: WJLK-FM, WOBB-AM

TV Station: Adelphia Cable Channel 8

Website: www.lakehurst.navy.mil

Congressional Members:

The Honorable Christopher H. Smith, Fourth District

The Honorable H. James Saxton, Third District

Senators:

The Honorable Robert Torricelli

The Honorable Frank Lautenberg



We are the Naval Air Engineering Station Lakehurst, part of the Naval Air Warfare Center, Aircraft Division and the Naval Aviation Systems Team. Located in central New Jersey's Pineland National Reserve, we provide facilities and services in direct support of the Aircraft Platform Interface (API) mission. Our combined workforce is more than **3,000** civilian, military and contractor personnel, made up of engineers, technicians, logisticians, acquisition experts, artisans and administrative personnel, and **100** civilian technical representatives located world-wide supporting the fleet. Additionally, nearly **800** military dependents are supported. Our API products, Aircraft Launch and Recovery Equipment and Aviation Support Equipment, provide the critical link enabling fixed and rotary wing aircraft to operate safely and effectively from ships at sea and from austere expeditionary airfields.



We are the largest Navy facility in the Northeast, sitting on 7430 acres, with 368 structures, 298 buildings, two active runways, a 12,000-foot dedicated test runway equipped with shipboard catapult and arresting gear, three jet car test tracks and six large hangars (see photo #1).

We also have a computer software center, numerous engineering labs, manufacturing and prototyping shops and administrative offices. We are a full service base with public works, public safety that includes fire and police, supply, contracting, comptroller, information management, video teleconference centers, an emergency medical team and child development center. Our people enjoy numerous quality of life services, including morale, welfare and recreation programs, dental and medical clinics, family and bachelor housing, religious and family service centers and exchange and commissary stores.

NAES is home to 22 community, joint service and Navy tenants. These tenants include: U.S. Army's Airborne Engineering Evaluation Support Branch and Mid-Atlantic Recruiting Battalion, Ocean County Vocational Technical School Career Technical Institute, Naval Mobile Construction Battalion 21, Naval Criminal Investigative Service, Defense Reutilization and Marketing Office, Lakehurst Navy Federal Credit Union, New Jersey State Police, New Jersey Army National Guard and Justice Department.

Total Quality Enhancements

Vision

Our NAES mission is to provide a world-class Fleet-driven installation which preserves and enhances the Navy's API expertise and makes it more affordable. We provide the right products and services at the right cost and at the right time to the Warfighter. Our unique products and services directly enhance warfighter readiness goals. We are focused on the full life-cycle ("cradle to grave") of all the products and services we provide to our global DoD, Foreign Military Sales (FMS) and commercial customers, from concept development through in-service engineering. NAES Lakehurst is a strong proponent of the Navy's four goals (Affordability, People, Processes and Warfighter). Some typical examples of NAES Lakehurst success stories are:

- We developed:
 - the requirements and awarded the contract for the Development of the Electro-Magnetic Aircraft Launch System (EMALS) with testing at NAES Lakehurst in 2003
 - Joint Strike Fighter (JSF) Operational Requirements Document (ORD) performance requirements for the X-32 and X-35 development programs
- We tested:
 - New Polycore Arresting Pendants Cables
 - F/A-18E/F Ship Compatibility Testing (Catapult, Arrestments & Jet Blast Deflector [JBD])
 - Five Catapult Low Loss Launch Valves (LLV)
- We manufactured:
 - Completed & shipped Liquid Oxygen Servicing Trailers to the Fleet
 - Completed emergency manufacture & shipment of a side-cooled JBD for the CV-63 in Japan
 - Completed and delivered to the fleet \$6M overhaul of four arresting engines for CVN-68
 - Completed and delivered to the fleet \$1.6M Landbased Improved Fresnel Lens Optical Landing System unit
 - Delivered over \$1M worth of Aircraft Launch and Recovery Equipment components for CVN-76
 - Completed and delivered \$1.5M overhaul of 5 LLVs
- We supported FMS customers:
 - Manufactured & shipped E2-C2 carrier Barricades & extension pendants for the French Carrier Charles de Gaulle
- We provided In-Service Engineering:
 - With an on-site team and resources to achieve Initial Operational capability (IOC) of a Forward Operation Location (FOL) in El Salvador for NAVSOUTH
 - with a team to CVN71 to troubleshoot two launch catapult casualty reports in which we diagnosed and proved quick & accurate resolutions thus ensuring Fleet readiness
 - With a bi-weekly average of 17 shipboard technical assists and five remote technical assists to operational ships worldwide
- We created Operational Procedures:
 - Developed and issued Visual Landing Aids (VLA) General Bulletin #8 and the Technical Report for Shipboard Aviation Facilities

We established three strategic focus groups to manage our mission, resources and long-term planning:

- **Model Installation** – building a model 21st century installation;
- **API Knowledge Center** – recognized as the world leader in API technologies now and in the future; and
- **Shared Resource Center** – developing partnerships for additional uses of our technology and base.

Partnerships

- ♦ Expanded an existing partnership with the Ocean County Vocational-Technical School (OCVTS): Provided teaching, mentoring and job-shadowing opportunities between base employees and students (**see photo #2**).
- ♦ The Culinary Institute catered several on-site conferences in cooperation with our Galley, of which several Mess Services personnel are students, providing practical experience and gourmet-quality food;
- ♦ Added educational partnerships with Princeton University and Stevens Institute of Technology, for a total of four (Rowan and Monmouth universities).
- ♦ Actively engaged in New Jersey Technology Council; co-chair Technology Workforce Committee. Regionally, participate in: executive director of four state (New Jersey, Pennsylvania, Maryland, Delaware academia, industry, government labs and state agencies) Mid-Atlantic Research Consortium; establishing an advanced fire protection

consortium; member, Tech Trends 2000 executive board; chair Defense Committee. Established a Memorandum of Understanding with Litton-Ingalls Shipbuilding and Commercial Services Agreement with the Royal Australian Navy.

- ♦ The Business Development Office establishes and fosters new customers and partnerships to strengthen our business base, share technology and lower our operating costs, to ultimately create greater affordability to the Navy, other DoD customers and the Warfighter.

- ♦ NAES Lakehurst teams with the Army's Ft. Monmouth through a delivery order that provides employees for our Hazardous Material Control and Management function, having implemented several process improvements.

Operations

- ♦ Self Help Corps: completed 22 projects for a cost savings of \$239,430: renovated base Barbershop; constructed Cryogenics Lab concrete floor (**see photo #3**); renovated Security Dog Kennels; installed ATM at the Navy Credit Union; renovated BOQ; constructed Golf Course driving range; repaired BEQ deck and renovated living areas.

- ♦ Replaced non-Y2K phone system with a Definity G3RV6 Telephone Switch System – a cleaner/faster way to improve reliability and maintainability. Added an LBRV for a total of seven. Upgraded servers to reduce support and increase disk storage capacity. Installed High Speed Digital Motion Picture Photography for test operations. Installed fiber optic cables for redundant network path and DREN connectivity enabling Lakehurst to transmit live F-18E/F test data to other Navy activity in real-time. Upgraded premises distribution LAN wiring to Category 5 to improve data rate up to 100 Mbps. Replaced network routers with switches to eliminate bottleneck and to provide VLAN capability.

- ♦ Constructed control tower to place test site system operators 50 feet above test tracks to reduce exposure to high-decibel sound and potential for injuries from possible explosions (**see photo #4**).

Environment

- ♦ “NAES Lakehurst has an outstanding and effective environmental program managed by highly skilled, motivated professionals. Implementation of the ISO 14001 EMS provides a means to continuously improve this highly successful program.” NAVAIR IG REPORT

- ♦ Selected as one of eight Navy pilot sites for DoD's ISO 14001 Environmental Management System. We are already operating under a more dynamic environmental policy, addressing specific goals and targets and executing a draft management plan.

- ♦ Conducted a strong public information program by holding regular public meetings to address clean-up projects and by maintaining an extensive environmental web site.

Buildings

- ♦ Saved \$45,000 in annual maintenance and repair costs and reduced **8,508** square feet of facility space by demolishing three buildings.

- ♦ Project cost for the Aircraft/Platform Interface Laboratory MILCON at \$13.8M; to consolidate 14 labs; contract awarded and groundbreaking scheduled for October 2000 (**see photo #5**).

Organization

- ♦ Improved base operations efficiency and increased cost savings when Supply Warehousing and Public Works Maintenance Division functions began operating under Most Efficient Organizations as a result of government winning these Commercial Activities studies; the Public Works Transportation function was converted to contractor operations.

Quality of Life

- ♦ Completely renovated first deck CBQ rooms (**see photo #6**), used by NATTC “A” school students.
- ♦ Renovated Freedom Park in the enlisted base housing, including recreation, restroom and cooking areas.
- ♦ Improvements to Sports complex included new grass, restrooms, bleachers, sidewalks and irrigation system.
- ♦ Renovated base pool complex.
- ♦ Awarded \$2,117,000 in contracts for a new PRT addition, a new racquetball court, CBQ front desk renovations, new Pinehurst Community Center, Phase 1 of Manufacturing and Technology office space renovations, CBQ landscape, installed new Fitness Trail.

- ♦ Child Development Center accredited by the Association for the Education of Young Children.
- ♦ Partnered with local elementary school on Before and After School Child Care program for workforce.
- ♦ Installed natural gas generator at the MWR facilities, the Station shelter for disasters.
- ♦ Began plan for a Navy Lakehurst Quality of Life Mall to house a 40-50 seat base theater/auditorium/VTC Center, a CyberCafe, computers for our sailors and civilians to surf web and email and a TV. Also, central to the Quality of Life Mall would be the Chaplain's offices, a kitchen, conference room and several education spaces which could be

used for Sunday School, Vacation Bible School and a host of educational opportunities provided by local colleges and educational institutions.

Awards Competitions

Environmental Quality Award, Installation: SECNAV Non-Industrial Installation Award Winner, SECDEF Honorable Mention. Recognized for proactive ISO 14001 Program, air compliance initiatives, effective use of GIS for base planning operations and acceptance into the NJDEP's Silver Track Program. POC: Dorothy Peterson, Environmental Engineer

Natural Resources Conservation Award, Installation: CNO Small Installation Award Winner. Recognized for accomplishments in endangered species management, expanded nestbox program and success of public awareness program in enhancing Station's environment and mission. POC: John Joyce, Natural Resources Manager

Environmental Cleanup Award, Installation: CNO Non- Industrial Installation Award Winner. Recognized for numerous accomplishments in groundwater and soil cleanup, implementation of innovative technologies and partnerships with Federal, State and local agencies. POC: Dorothy Peterson, Environmental Engineer

NJ Department of Environmental Protection Recycling Award, Institution: NJ State Award Winner. Recognized for achieving a 60% solid waste diversion rate, construction of innovative recycling facilities and substantial increases in recycled materials. POC: Lawrence Lemig, Environmental Engineer

NJ Environmental Excellence Award, Silver Track Category: NJ State Award Winner. Recognized for tremendous reductions in hazardous waste disposal, natural gas conversion project, progress in ISO 14001 and education and outreach programs. POC: Dorothy Peterson, Environmental Engineer

Tree City Award: National Arbor Day Foundation Award Winner (ninth consecutive year). Recognized for natural resources conservation. POC: John, Joyce, Natural Resources Manager

Top qualifier for Fire Division, Odgen Navy Marine Corps Fire Protection and Prevention Award, POC: Jim Mansberry, Fire Chief

Military National Night Out (crime prevention), POC: Mike Lancaster, Patrolman.

Ocean County Security Division Safe Driving Award, POC: Steve Rudowski, Safety Manager

Occupational Safety and Health Programs

Using the Operational Risk Management process, NAES identified and defined potential risks and systems failures. ORM has improved communications and operational planning and reduced costs related to delays and/or equipment failures.

Equal Employment Opportunity

Improved workforce demographics by effective Affirmative Employment Planning resulting in:

- ♦ **Eliminating Manifest Imbalances:** Asian, Hispanic and White Females in Professional High Grades (13-15); While Females in Administrative High Grades (GS/M 13-15); Black, Asian and Hispanic Females in Administrative GS 9-12 categories; Asian, Black and Hispanic Males among Blue Collar occupations; Black and White Females in Logistics Management Specialist, GS-0346; White Females for Electronics Engineer, GS-855; Asian and Black Males in distribution of promotions to all Professional Positions.

- ♦ **Eliminating Conspicuous Absences:** Asian and Hispanic Females in Administrative High Grades (GS/M 13-15); White Females in Other category (firefighter); Hispanic Males and Asian Females for Logistics Management Specialist, GS-0346; Hispanic and Black Females for Electronics Engineer, GS-0855.

- ♦ **Establishing:** Native American Employment Team; Special Emphasis Program e-mail account for events and EEO Diversity/SEP calendar on HRO web site; Mentoring Program.

- ♦ **Training:** Valuing Diversity; Refresher EEO for Selection Advisory Panels in class and on web site; Career Planning; annual Prevention of Sexual Harassment for all military and civilian personnel. Awareness luncheons held for

Hispanic Heritage Month; Black History Month; Women's History Month; Asian Pacific Heritage Month; Disability Awareness Month Computer/Electronic Accommodations Program Presentation; Take Our Teens to Work Day; Women's Team sponsored Brown Bag sessions and Fitness Walk; bi-weekly Cultural Moments e-mails; frequent surveys to determine effectiveness of educational programs; Air Scoop articles highlighting employees of the culture being observed.

♦ **Providing Reasonable Accommodations and partnering with disability organizations to improve employment of persons with handicaps:** secured fire alarm paging system employees and radio alert system for hearing impaired; installed automatic door openers in Bldg. 120; obtained two large monitors and enlarged software for classroom, Job Information Center and employees' workstations.

Community Relations and Participation

Civic

♦ The Environmental Branch holds bi-monthly public meetings at a local library to answer questions/concerns about our environmental program; teaches classes at local schools on the water cycle and quality. Employees sit on the county's solid waste and recycling council. Have a comprehensive environmental website. Signed covenants with the New Jersey Department of Environmental Protection for Green House Gas Emission Reduction and to enter into the NJDEP's Silver Track Program, which rewards facilities with sound environmental management practices with expedited permit processing in exchange for a strong community outreach program.

♦ Conducted 150 tours for civic, social, educational and special interest groups, local, state and federal officials and prospective customers.

♦ Provided emergency landing and support for several blimps at risk in the Northeast.

♦ Responded to numerous community fire and rescue calls when local volunteers were unavailable.

♦ Provided fire, rescue, police and disaster training resources to many organizations including a countywide Urban Search and Rescue network.

♦ Conducted religious observance programs for the public including Martin Luther King, Jr., Birthday, Memorial Day and POW/MIA Day at which 220 people from 23 veterans associations and all military services were represented and which was the largest such ceremony on the east coast outside of Washington.

Conducted a memorial service for 2,000 family members and coworkers of seven base employees who were killed in a Navy aircraft crash, which brought together extensive community, local and state government and Navy support for the families and base employees. This tremendous loss validated that NAES Lakehurst is a strong, caring community as employees supported one another and assisted where needed.

School

♦ Sponsored American Cancer Society anti-smoking program for 1100 students.

♦ Hosted annual Giving Tree Christmas party for 200 Head Start children with \$7,000 of employee-donated gifts, refreshments and entertainment (see photo).

♦ Co-sponsored (with Ocean County schools) Career Day for 1,400 high school students who learned about job qualifications from 100 businesspersons.

♦ Hosted America Skills Olympics for the New Jersey Vocational Industrial clubs providing support for this model educational initiative.

♦ Conducted in-school partnering programs and weather and environmental programs.

♦ Provided job shadowing for students in aviation, computer programming and engineering.

♦ Provided vital support for New Jersey Society of Professional Engineer's statewide Engineering Career Day for students needing practical career advice and direction.

♦ Supported Sea Cadets, Scouts and Civil Air Patrol encampments and training to include support for regional flight school.

♦ Supported three national, two international and one local high school television productions.

Charitable

♦ Our Chapel outreach members interact with local Chamber of Commerce, veterans groups, children's hospitals, Head Start program, Boy Scouts, Habitat for Humanity and fraternal organizations for charitable causes.

♦ Employee Thanksgiving drive provided more than 200 families (active and retired military, disabled and widows) with \$8,000 worth of food baskets.

♦ Chaplain's Office keeps a well-stocked food pantry for military, civilian and community families in need.

♦ Achieved more than 100% of our Combined Federal Campaign goal with \$71,000.